Novice Nurse Award
Local Award

Purpose: Presented in recognition of the exceptional talents, commitment and enthusiasm to deliver outstanding direct patient care in the beginning of a nursing career.

Eligibility: Any nurse employed at Cleveland Clinic who received their first nursing license (LPN or RN that did not already have an LPN license) after May 1, 2024. The nominee must have earned “achieving” or higher on their last annual performance review and have no corrective action in the last two years. Caregivers are only eligible to receive the Novice Nurse award once. Past NEA honorees in other categories are eligible for this award after 5 years. CNOs may make exceptions.

Process: Any caregiver, patient or visitor may submit a nomination. Submissions will be scored through a double-blind review based on evidence provided in the nomination questions. Honorees will be announced by the end of Nurses Week.

Instructions: Please **DO NOT** use the nominee’s name when writing details but rather address as the **NOMINEE**. Answer each question completely, providing at least 2 specific examples as requested, including patient and other caregiver comments. When possible, provide quantitative data to support examples.

1. Describe how this nominee demonstrates excellent performance and functions as an integral part of our health care team.

2. Give examples of how this nominee embraces the Relationship-Based Culture (e.g., provides comfort and shows empathy to patients/families, practices cultural sensitivity, promotes wellness and a healthy work environment).

3. Describe how this nominee participates in a collaborative effort with a team to achieve a common goal.

4. Provide an example showing how this nominee has been open to change and improves efficiencies that meet quality and patient safety goals.